



**The Office of Wounded Warrior Care and Transition Policy**  
**1 December, 2010**

Team,

**Our Vision** for Wounded Warrior Care and Transition Policy is to effectively develop, deploy, and communicate well coordinated, visionary policy that anticipates and meets the needs of recovering and transitioning service members, while performing oversight and program development. **Our Values** as an organization are to be professional, diligent, responsive and reverent in our duties and obligations to the men and women we serve. **Our Guiding Principles** that guide and focus our office should stay to the forefront of your mind at all times:

*Have a warrior work ethic.* We honor those who have sacrificed with the highest sustainable work ethic.

- "The Warrior ethos does not leave our wounded, ill, injured and transitioning heroes ... they are still Warriors – we must match and exceed that level of resiliency in our every day work for them."

*Empower a culture of collaboration.* We build effective partnerships with our federal and non-federal partners by building relationships around common goals that benefit our wounded, ill, and injured.

- "You are empowered to reach across, through, over and under the bureaucratic red-tape to find an ally in your mission. Leverage partnerships to create efficiency and to build synergy."

*Quantify and communicate - always.* We must make measurable goals, and be transparent and communicative in that process.

- "Our responsibilities to recovering and transitioning service members cannot be of greater importance to the American people -- we must be able to show measurable success to reaching quantifiable benefits to the service member, and we must be willing to show how we got there."

Sincerely,

A handwritten signature in black ink, reading "John R. Campbell", is positioned below the word "Sincerely,".

John R. Campbell  
Deputy Under Secretary of Defense for  
Wounded Warrior Care and Transition Policy